

REWARD™ 2003 Program Summary WISCONSIN

The R.E.W.A.R.D.™ WISCONSIN Stipend Program is a retention and compensation initiative that awards stipends directly to Early Care and Education Professionals in Wisconsin. It rewards attained education and longevity by awarding wage supplements to individuals who meet certain eligibilities (*listed on the back of this summary*). The amount of the stipend awarded is based upon one's education level, as determined by The Registry, Wisconsin's Recognition System for the Childhood Care and Education Profession.

The 2003 R.E.W.A.R.D.™ WISCONSIN Stipend Program consisted of two separately funded programs, one statewide and one specific to Milwaukee County. The statewide program awarded stipends to individuals at Levels 2 and above on The Registry. Funding for the statewide program originates from federal funding, specifically the Child Care Development Block Grant. It is channeled through the Wisconsin state budget to the Department of Workforce Development – Child Care Section. The Milwaukee County Supplement Program awarded stipends to individuals at Level 1 on The Registry, to individuals who lived or worked in Milwaukee County. The Supplement was funded by a Community Child Care Initiative Grant accessed by the Milwaukee Public Schools and the Milwaukee County Department of Health and Social Services. The Wisconsin Early Childhood Association (WECA) administered both programs.

Total Number of Stipends Awarded 3362	Total Amount of Stipends Awarded \$2,883,625
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Registry Level	Number of Recipients per Level	Amount Spent per Level
1	357	\$44,625
2	670	\$167,500
3	211	\$105,500
4	302	\$188,750
5	608	\$532,000
6	58	\$65,250
7	972	\$1,458,000
8	63	\$110,250
9	119	\$208,250
10	2	\$3,500



R.E.W.A.R.D.™ WISCONSIN Stipend Program
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Recipient Information

Ethnicity	Count	Percentage
American Indian	26	0.8%
Asian/Pacific Islander	31	0.9%
Biracial	11	0.3%
Black/African American	425	12.6%
Hispanic/Latino/Latina	93	2.8%
White/European American	2756	82.0%
Other	12	0.4%
No Response	8	0.2%

Gender	Count	Percentage
Female	3309	98.4%
Male	53	1.6%

Title	Count	Percentage
Employee of a Family Child Care Provider	12	0.4%
Assistant Teacher	167	5.0%
Administrator	294	8.7%
Family Child Care Provider	318	9.5%
Center Director	530	15.8%
Teacher	2041	60.7%

Recipients averaged 7.1 years at their center.

Recipients averaged 12.8 years in the field.

Total years of service by recipients: 42,786

There were recipients in 70 of the 72 Wisconsin Counties.

805 Individuals met program eligibilities all three years of the R.E.W.A.R.D.™ WISCONSIN Stipend Program. They have received the salary supplement 3 times; in 2001, 2002, and 2003.

88 recipients moved up one or more Registry Levels since last year, receiving a higher stipend this year than last. Of these 88 recipients, 55 (or 63%) were supported by the T.E.A.C.H. Early Childhood® WISCONSIN Scholarship Program.

633 recipients are WECA members.

773 REWARD recipients, or 23%, have been or currently are T.E.A.C.H. Early Childhood® WISCONSIN Scholarship Program recipients.

Program Information

330 recipients worked at Family Child Care Programs

266 Licensed Programs are represented
56 Certified Programs are represented

Average wage:
Family Child Care Provider \$8.78
Employee of Family Child Care
Provider \$9.39

3032 recipients worked at Center Based Programs

884 Center Based programs are represented

Auspice or Type of Program	Number of Recipients
Head Start	370
Non-Profit	1819
Profit	844

Average wage:
Assistant teacher \$9.48
Teacher \$11.21
Center Director \$14.59
Administrator \$16.38

1447 recipients indicate that they work at a program that is NAEYC Accredited.

3205 individuals met the longevity requirement by having completed two years of employment at their program. (95%)

157 individuals met the longevity requirement by having 5 stars on their Registry Certificate. (5%)

Over 80,500 Wisconsin children are served by R.E.W.A.R.D.™ WISCONSIN Stipend Program recipients.

Recipient Wage Information

Auspice or Type of Program	Average Wage
Family Child Care Program	\$8.79
Profit	\$11.47
Non-Profit	\$12.15
Head Start	\$13.97

Registry Level	Average Wage
1	\$9.71
2	\$10.37
3	\$11.01
4	\$10.62
5	\$11.54
6	\$11.53
7	\$13.72
8	\$14.17
9	\$16.38
10	\$28.59

Average wage of those employed at
NAEYC Accredited Programs: \$12.51

Average wage of those employed at
programs not accredited: \$11.43

2003 R.E.W.A.R.D.[™] WISCONSIN Stipend Program Program Eligibilities

A. Employment Requirements

Family child care providers, child care center teachers and assistant teachers, center directors and administrators:

- Must be employed a minimum of 20 hours per week by a licensed child care center, licensed or certified family child care program, or any Head Start Program.
- Family child care providers or child care center teachers and assistant teachers: Must work at least 5% of their time working directly with children.
- Center directors or administrators: Must work at least 5% of their time **in the classroom** (may include scheduled classroom hours, subbing, or providing guidance/support to staff).

B. Educational Requirements

- Applicants must have a Registry Certificate reflecting Level 2 or above.
- Applicants with a Registry Certificate reflecting Level 1 may apply if they live or work in Milwaukee County.

C. Longevity Requirements

Applicant must demonstrate longevity in one of the following ways:

- By having completed two continuous years of employment at current child care program (On or before July 25, 2003, the R.E.W.A.R.D.[™] WISCONSIN Stipend Program deadline).
- OR-
- By having 5 Stars on her/his Registry Certificate.

Registry Level	Formal Educational Equivalent	Stipend Amount
1	Entry Level Training for position held	\$125
2	Registry Infant Toddler Credential, Family Services Credential, Montessori Training, NWTC Child Care Technical Diploma, School Age Credential, CDA, or 16 related credits	\$250
3	Registry Administrator's Credential, Apprenticeship, or any 2 components from Level 2	\$500
4	Child Care & Development Certificate or Diploma; or 32 related credits	\$625
5	Early Childhood Education Associate Degree or 50 related credits	\$875
6	Early Childhood Education Associate Degree plus Registry Infant/Toddler or Administrator's Credential	\$1,125
7	Bachelor's Degree with 25 related credits	\$1,500
8	Bachelor's Degree with 25 related credits plus Registry Infant/Toddler or Administrator's Credential	\$1,750
9	Masters Degree in a related field	\$1,750
10	Doctorate in a related field	\$1,750

***For information on these levels, related credits, or your status on The Registry,
please contact The Registry at 1-608-222-1123.***